



## GB INTEGRATED SYSTEMS LTD

Corporate and social responsibility (CSR) policy

### 1. Introduction

GB Integrated Systems Ltd is committed to conducting business in a socially responsible and ethical manner. We recognise our duty to contribute positively to the communities we serve, support our employees, and operate sustainably. This policy outlines our approach to Corporate and Social Responsibility (CSR), reflecting our values and guiding our actions.

### 2. Community Engagement

We actively support and invest in our local community through the following initiatives:

- **Positive Action in the Community (PAC):** GBIS has been a long-standing supporter of this charity, through various initiatives, and most recently, it has launched its new patron scheme, designed to help businesses like ours make a real, focused, measurable impact in East Lancashire. Their work supports people affected by youth homelessness, domestic abuse, and mental health challenges, and we are excited to be a part of this and help strengthen this mission.

GBIS has joined The ImpACT Club as Diamond Ambassador, investing directly in sustainable community support and aligning our CSR efforts with a programme that delivers real results right here in Pendle.

- **Sports teams sponsorship:** We sponsor and support a range of local sports teams, including:

Local grassroots football teams

**Colne FC Ladies & Girls** – Kit Sponsor

**Accrington Stanley Women FC** - Player Sponsor

**Colne and Burnley Ladies' Netball** Team Sponsor

These partnerships promote physical wellbeing, inclusivity, and community spirit.

**Colne Cricket Club:** As active sponsors of Colne Cricket Club, we help sustain one of the town's most cherished sporting institutions. Our support enables the club to nurture talent and foster local pride.



### **3. Environmental Responsibility**

GB Integrated Systems is committed to reducing its environmental impact through:

Sustainable procurement and energy-efficient technologies

Waste reduction and recycling initiatives

Promoting environmental awareness among staff and stakeholders

Van / car sharing where possible

### **4. Ethical Business Practices**

We uphold the highest standards of integrity and transparency in all our operations:

- Compliance with all relevant laws and regulations
- Promotion of fair treatment and equal opportunities
- Encouragement of ethical decision-making across the organisation

### **5. Employee Wellbeing**

We strive to create a positive and inclusive workplace where employees feel valued and supported:

- Health and wellness initiatives
- Training and professional development opportunities
- Open communication and feedback channels

### **6. Continuous Improvement**

We regularly review and update our CSR practices to ensure they remain effective and aligned with our values. Feedback from employees, partners, and the community is welcomed and encouraged.

**Signed:** *A Smith*

Anna Smith

Office Manager

GB Integrated Systems Ltd

14/10/25